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ABSTRACT

This study focuses on the current status of women in Louisiana, making gender, national, and historical comparisons as data were readily available within the timeframe of this investigation. The research aims to identify: (1) statistical gender differences in available measures of education, employment, and other forms of social participation; (2) issues relevant to women; and (3) in-state resources for women. Utilizing statistics available through government offices, published documents, and other literature, the study is divided into sections on the general population, employment, other forms of social participation, concerns of women, resources for women, and education. The section on education is further divided into: (1) elementary and secondary school participation, (2) postsecondary school participation, and (3) teachers and administrators in public education. In the section on general population, it is found that women outnumber men in both the nation and the state in patterns that are similar. The median ages of both men and women are lower in Louisiana than the nation, with women having a higher median age than men. Women recently have had higher rates of high school completion, but, historically, have less educational attainment than men. Women recently comprise a larger proportion of enrollment in U.S. and Louisiana higher education. Female participation in employment has increased, with women, in 1989, comprising 52% of the national and 40% of the state labor force. The rate of Louisiana women in professional, technical, and managerial occupations has increased steadily to a near proportionate level. However, the rate of women in management and administration remains disproportionate. A set of resources specifically dedicated to the support of women are identified along with phone numbers of state resources. Contains 24 references. (DK)

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WOMEN IN LOUISIANA

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National and Gender Comparisons

SO 022 958

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LOUISIANA STATE DEPARTMENT OF EDUCATION
OFFICE OF VOCATIONAL EDUCATION

SEX EQUITY ASSESSMENT AND EVALUATION PROJECT
UNIVERSITY OF SOUTHWESTERN LOUISIANA

1992

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WOMEN IN LOUISIANA:

National and Gender Comparisons

Prepared

by

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for

THE OFFICE OF VOCATIONAL EDUCATION

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FOREWORD

The Carl D. Perkins Vocational and Applied Technology Education Act of 1990 provides funding for the elimination of sex bias and sex role stereotyping as well as for single parents, displaced homemakers, and single pregnant women. But it also mandates that there be an assessment and evaluation of all programs. One of the functions of sex equity is to assess and evaluate; therefore, the Assessment and Evaluation project was funded.

This project starts with the assessment on "Women in Louisiana" and covers three important facets on women including statistical gender differences where education and employment are concerned. It also deals with issues relevant to women and indicates Louisiana resources for Louisiana women.

Dr. Margaret Hargroder is commended on her hard work in completing this comprehensive report for the State Department in such a timely manner.

Joy Dee Joseph, Administrator
Sex Equity and Single Parent Programs

INTRODUCTION

> "We live in a time and in a society where equal access to education and employment has become a critical factor in the ability of all individuals to provide for themselves and their families with dignity and confidence."
>
> (Van Buiren, Daines, & Burner, 1990, p. 3)

The questions of the Office of Vocational Education and women's groups represent widespread concerns about the status of women. Gender differences in every domain of the behavioral sciences are well documented. These questions focus on education, employment, and other forms of social participation:

> What are the statistical gender differences in Louisiana education, employment, and other areas of social participation that may be relevant to the work of the council?
>
> Are these observed gender differences limited to the state or are they also found nationally?
>
> Have these gender differences changed over time?
>
> What are projections for the future in population rates and social gender participation?
>
> What are the issues and areas of concern of women?
>
> What are the in-state resources that are currently dedicated, directly or indirectly, to gender equity?

In response to these questions, this study focuses on the current status of women in Louisiana—making gender, national, and historical comparisons as data were readily available within the timeframe of this investigation. It aims to identify (a) statistical gender differences in available measures of education, employment, and other forms of social participation, (b) issues relevant to women, and (c) in-state resources for women. The study utilizes statistics available through government offices, published documents, and other literature.

GENERAL POPULATION

o **Overall, women outnumber men in both the nation and the state, in patterns that are similar.**

In 1990, women comprised 127.3 million or 51.2% of the national population and nearly 2.2 million or 51.9% of the state population. The female to male ratio increased each decade, except for a decline in the U. S. in 1990. In each year examined, Louisiana had a higher female to male ratio than did the U. S. Instead of a decline in 1990, as noted for the U. S., Louisiana's female ratio again increased.

o **Increases in the ages of the national and state populations apply to men and women.**

As can be seen in Table 1, over a period of two decades, there have been more women than men in higher age categories. Especially notable are the overall increases in the proportion of males and females in the 65-and-over category and declines in under-age-20 groups. Additionally, over half of both men and women were from age 20 to 64 years.

Gender differences can also be noted. In each year of examination, men outnumbered women only in the under-age-5 and age-5-to-19-years categories. Also, over the decades, general increases can be observed in the proportion of males in the 20-64 age category. Although general increases, since 1970, are observed in the proportion of males age 65 and over, this age category remains the one with the greatest gender difference.

TABLE 1
Population Rates of the U. S. and Louisiana by Gender by Age Groups: 1970, 1980, and 1990

Region/Year/Gender	Total Number	Percent of Total Population	Age Groups in Years			
		% of Total	Under 5	5-19	20-64	65 +
United States						
1970 Male	100,354,000	48.9	4.3	15.0	25.3	4.1
Female	104,698,000	51.1	4.1	14.5	27.0	5.7
1980 Male	110,888,000	48.7	3.7	12.6	27.7	4.5
Female	116,869,000	51.3	3.5	12.1	29.0	6.7
1990 Male	121,445,000	48.8	4.0	12.4	26.9	4.4
Female	127,317,000	51.2	3.7	12.1	27.2	6.7
Louisiana						
1970 Male	1,771,484	48.7	4.9	16.5	23.8	3.5
Female	1,869,822	51.3	4.7	16.0	25.7	4.9
1980 Male	2,039,894	48.5	4.4	13.8	26.5	3.9
Female	2,166,006	51.5	4.2	13.4	28.1	5.7
1990 Male	2,031,386	48.1	4.0	12.4	26.9	4.4
Female	2,188,587	51.9	3.7	12.1	27.2	6.7

Source: Derived from U. S. Department of Commerce, Economics and Statistics Administration. (1990). 1990 Census of Population and Housing Characteristics—Louisiana. U. S. Department of Commerce, Bureau of Census. (1980). Summary Characteristics for Governmental Units and Standard Metropolitan Areas. U. S. Department of Commerce, Bureau of Census. (1980). General Population Characteristics—Louisiana. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1991). Statistical Abstract of the U. S.

o **The median ages of both men and women are lower in Louisiana than that of the nation. Additionally, women have a higher median age than men.**

As might be expected from examination of the age distributions by gender, the median age for women exceeded that for men, in the nation and the state. However, the median ages of both men and women in Louisiana were lower (by about 3 years) than that of the nation. The Louisiana State Office of Planning and Budget (1992) reported Louisiana as 48th among 51 states. Table 2 shows national and state gender differences in median ages since 1970.

Racial differences were also noted in national and state median ages (not shown). The Louisiana State Office of Planning and Budget (1992) indicated a lower median age for Blacks (U. S., 28.1; Louisiana, 26.2) than Whites (U.S., 34.4; Louisiana, 26.2).

TABLE 2
Median Ages of U. S. and Louisiana Populations by Gender: 1970, 1980, 1989

Region/Gender	Year		
	1970	1980	1989
United States			
Male	26.8	28.8	31.6
Female	29.3	31.3	33.8
Louisiana			
Male	23.7	26.2	—
Female	26.2	28.4	—

Note. A dash (—) indicates data missing by gender. However, 1989 Louisiana median ages by racial group were available (in text).
Source: Derived from U.S. Department of Commerce, Economics and Statistics Administration. (1990). 1990 Census of Population and Housing Characteristics—Louisiana. U. S. Department of Commerce, Bureau of Census. (1980). Summary Characteristics for Governmental Units and Standard Metropolitan Areas. U. S. Department of Commerce, Bureau of Census. (1980). General Population Characteristics—Louisiana.

Fluctuations in national birth rates and racial/ethnic differences in birth rates may partially explain current population age group differences. According to U. S. Department of Commerce (1991) data, national birth rates decreased from 1960 to 1975, fluctuated in the early 1980's, and increased slightly in recent years. Additionally, during these periods, Black and Hispanic populations had higher birth rates than White populations. Woods and Poole Economics, Inc. (1991) attributed Louisiana's having one of the youngest median ages in the U. S. to the "influx of workers during the 1970's, a high birth rate, and the absence of attractions for retirees" (p.A17).

o **In general, more males than females are born, but males have a shorter life span.**

Examination of national birth rates (Table 29) shows a higher birth rate for males than females (for most years). This higher ratio of males to females is consistent through age categories under age 14 years. In 1990, males outnumbered females at all ages under age 18. For the population as a whole, the ratio of males to females declined for each successive age group (Table 3).

o **Race and ethnic differences for the nation and state are noted, however, in male to female ratios.**

As can be seen in Table 3, fastest and continuing decline of the male ratio was experienced by Blacks, followed by Whites. Hispanics and other races showed an increasing male ratio through some age groups and a lower degree of decline (than for Blacks and Whites) in successive ones.

TABLE 3
The Ratio of Males to Females in the U. S. and Louisiana by Age Group, by Ethnicity: 1989/1990

Region/Year/ Age Group	Racial/Ethnic Group				
	Total	White	Black	Hispanic	Other
United States (1989)					
All Ages	95.1	95.8	90.3	101.3	95.7
Under 14 Years	104.9	105.3	103.3	104.0	102.7
14 to 24 Years	102.5	103.1	98.2	105.7	107.6
25 to 44 Years	99.0	101.0	87.0	106.8	94.0
45 to 64 Years	92.3	93.8	81.8	90.3	85.8
65 Years and Over	68.9	68.9	67.0	71.4	76.7

Louisiana (1990)	(All racial groups)
Under 14 Years	104.0
14 to 24 Years	99.7
25 to 44 Years	94.8
45 to 64 Years	89.0
65 Years and Over	65.5

Note: 1990 Louisiana racial/ethnic group data were not available.
Source: U. S. Department of Commerce. (1990). 1990 Census of Population and Housing: Summary of Population and Housing Characteristics - Louisiana.

Louisiana had a slightly lower (.4) total male to female ratio than the nation. A notable decline occurred for the 14-to-24 age group—Louisiana having a greater decline (3.3 years) than the U. S. (2.4 years) when compared to the previous age group.

o **National population projections indicate greater increases in the male to female ratio and in non-White populations.**

TABLE 4
Projections of the Total U. S. Population By Age Group by Gender: 1990 to 2010

Age Groups	Percent Change Per Decade			
	1990 - 2000		2000 - 2010	
	Male	Female	Male	Female
Total	7.3	7.0	5.4	5.2
Under Age 5	-8.1	-8.3	0.1	-0.1
5-17 Years	7.1	6.9	-6.2	-6.4
18-24 Years	-3.4	-3.6	7.7	7.6
25-34 Years	-15.5	-15.4	1.2	1.1
35-44 Years	16.8	14.9	-15.3	-15.3
45-54 Years	47.5	44.7	17.1	15.0
55-64 Years	14.4	11.9	48.6	44.9
65-74 Years	0.9	-2.0	17.6	13.5
Over 74 Years	28.9	24.7	10.8	9.8

Source: U. S. Department of Commerce, Social & Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991.) Statistical Abstract of the U. S.

Overall population increases are projected from 1990-2010 (Table 4). A greater increase is projected for the current decade (approximately 7.2%) than the next (approximately 5.3%). During both decades and for all age groups, the female to male ratio is expected to decrease.

During the current decade, the population changes that are expected vary by age groups. Declines (approximately 8.2%) are expected in the under-age-5 group. The greatest increase is projected for the 45-54 years age groups, followed by the over-74 age group.

Racial/ethnic differences are also expected in male to female ratios. For Black and White racial groups, the number of males, proportionately, is expected to increase more than the number of females, with greater increases in the current decade than the next (Table 5). Other races, particularly Hispanics (not shown), are expected to have greater increases in females than males during the current and next decades.

Nationally, the Hispanic population has increased dramatically. The U. S. Department of Labor, Women's Bureau [Women's Bureau] (August, 1989) reported a 70% increase from 1977 to 1988. Migration and high fertility rates were suggested reasons for the increases. In 1988, a greater proportion of Hispanic women, than of other races, were between the primary childbearing ages of 16 and 44. Additionally, of Hispanic women, 16 years and over, women were of Mexican (56.7%), Puerto Rican (13.3%), Cuban (6.4%), and other (22.4%) origins.

The greater projected growth of Black and other races indicate an overall decline in White population rates. Greatest population increases are projected for other races (particularly Hispanics—not shown), followed by Blacks, then Whites.

TABLE 5
Projections of the Total U. S. Population By Race by Gender: 1990 to 2010

Age Groups	Total* 1995	Percent Change Per Decade 1990 - 2000	2000 - 2010
Overall	260,138	7.1	5.3
Total Male	127,123	7.3	5.4
Total Female	133,016	7.0	5.2
White Male	106,365	5.4	3.5
White Female	110,455	4.9	3.2
Black Male	15,840	13.2	10.9
Black Female	17,359	12.4	10.3
Other Male	4,918	33.3	26.5
Other Female	5,202	35.6	27.5

Source: U. S. Department of Commerce, Social & Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991.) Statistical Abstract of the U. S.

However, according to Woods and Poole Economics, Inc. (1991), Louisiana's population increases are influenced more by the state's higher proportion of Blacks than Hispanics. In 1990, Louisiana's population was 67.0% White, 31.2% Black, 2.9% Hispanic, and 1.8% other. Among all states, Louisiana has the third highest proportion of the Black population. The firm points out that Louisiana's large Black population combined with the higher birth rate of this racial group is expected to alter the state's future racial composition.

EDUCATION

Elementary and Secondary Schools

TABLE 6
U. S. Population (in thousands) by School-Age Group, by Gender, by Race: 1989

	Age Groups		
Race and Gender	5-9 Years	10-14 Years	15-19 Years
Total	18,212	16,950	17,812
Male	9,321	8,689	9,091
Female	8,891	8,260	8,721
White	14,628	13,574	14,343
Male	7,504	6,973	7,327
Female	7,124	6,601	7,015
Black	2,802	2,679	2,758
Male	1,423	1,362	1,394
Female	1,378	1,318	1,365
Other Races	782	696	711
Male	394	355	371
Female	389	342	341

Source: U. S. Department of Commerce, Social& Economic Statistics Administration, Bureau of Census (1971, 1980, 1991). Statistical Abstract of the U. S.

School enrollments by grade and gender may be expected, in general, to parallel population differences by age group. Most of American youth enrolled in Fall 1991 in elementary and secondary education were born between 1972 and 1987, a period of fluctuating birth rates, as shown in Table 29.

Nationally, in 1989, 52.9 million youth were in the school age range of 5 to 19 years—of which, 34.4% were from age 5 to 9 years, 32.0% were from age 10 to 14 years, and 33.6% were from age 15 to 19 years. Fewer than males in all school-age groups and races (Table 6), females were 48.8% of this population.

- **In Louisiana in 1990-91, females outnumbered males at the secondary level; whereas, males outnumbered females at the elementary level and in special education programs.**

Louisiana, also, may experience population differences in enrollment. The fluctuating birth rates, as well as migration and other factors, represent possible differences in the size of cohorts of each grade level in Louisiana. In 1990-91, females outnumbered males at the secondary level; whereas, males outnumbered females at the elementary level and in special education programs. Of the total 795,609 students enrolled in pre-kindergarten through grade 12 in public elementary and secondary schools, females comprised 48.5% of all students. Table 7 provides a breakdown of enrollment by grade level and proportion of females.

Enrollment by grade level, overall, declined as grade level increased. A marked decrease in enrollment count can be seen for grades 10 through 12. Females outnumbered males only in grade 8 and grades 10 through 12. Additionally, notably fewer females than males participated in special education.

TABLE 7
Louisiana Public School Enrollment by Grade, by Gender: 1990-1991

	Enrollment				
Grade Level	Total	% Female	Grade Level	Total	% Female
1	68,670	47.8	9	61,609	49.2
2	63,613	48.0	10	50,672	50.4
3	64,001	48.6	11	42,373	51.8
4	62,902	48.5	12	37,618	52.4
5	62,164	49.1	PRE-K	7,343	48.4
6	62,073	48.5	SPEC ED ELEM	19,600	33.3
7	61,930	48.4	SPEC ED HSCH	9,442	34.4
8	54,975	50.1	TOTAL	795,609	48.5

Note: PRE-K=Pre-Kindergarten; SPEC ED ELEM=Special Education, Elementary; SPEC ED HSCH=Special Education, High School; % Females=Females as percent of total in the grade level
Source: Louisiana Department of Education. (1992). Financial and Statistical Report

o **Dropout rates have fluctuated by gender and ethnicity over time. However, historically and nationally, fewer women than men have completed high school.**

TABLE 8
U. S. High School Dropout Status among 14-19 Year Olds by Race, by Gender: 1970, 1980, 1989

	Percent Who Were Dropouts by Age Group					
	14-15 Years		16-17 Years		18-19 Years	
Year/group	Male	Female	Male	Female	Male	Female
1970						
Total	1.7	1.9	7.1	8.9	6.0	16.3
White	1.7	1.8	6.3	8.4	13.3	14.8
Black	2.0	2.8	13.3	12.4	36.4	26.6
1980						
Total	1.3	2.2	8.9	8.8	16.9	14.7
White	1.2	2.1	9.3	9.2	16.1	13.8
Black	1.5	2.5	7.2	6.6	22.7	19.8
Hispanic	3.3	7.9	18.1	15.0	43.1	34.6
1989						
Total	1.1	2.1	5.9	5.8	14.6	13.5
White	0.9	2.4	6.4	5.7	14.4	12.8
Black	0.0	0.9	4.1	7.1	17.5	18.5
Hispanic	4.3	9.7	9.6	15.7	25.9	30.0

Source: U. S. Department of Education, Office of Educational Research & Improvement (1990). Digest of Education Statistics

U. S. Department of Education (1990) data shows that of the total 1984 U. S. population, aged 18 years and over, women were 53.9% (23.8 million) of non-high school graduates. Nationally, women also dropped out at an earlier age than men. In 1984, female dropout rates exceeded those of males in the 14-to-17-years age category. Table 8 identifies differences since 1970 in the dropout status of school-age groups.

Comparing race/ethnicity, Hispanics had the highest dropout rate, followed by Blacks. Additionally, in October 1989, among these two groups, more women than men (in 14-to-19-years' categories) were dropouts.

o **In Louisiana, high school dropout has occurred more often in grades nine through eleven.**

Examining Louisiana Department of Education (1992) data reveals differences in dropout by grade (not shown). In Louisiana in 1988-89, dropout status more often occurred in the ninth grade (2,462 or 27.4% of all dropouts), followed by dropout in the tenth (22.1%) and eleventh (16.8%) grades.

TABLE 9
Louisiana Public School Non-Promotions by Grade and Female Representation

School Grade	Non-Promotions Total	Non-Promotions Percent Female
Total		
1	7,981	39.1
2	3,848	35.4
3	4,060	39.5
4	4,368	36.3
5	4,041	36.0
6	6,133	35.3
7	9,344	39.2
8	5,473	39.7

Note: Percent Female=Percent of total enrollment who were female.
Source: Louisiana State Department of Education. (1992). Annual Financial and Statistical Report.

Non-promotions in elementary grades show gender differences. Although females were approximately 48% of elementary enrollment in 1990-91, they were only 38% of non-promotions. (Table 9). Of 45,248 non-promotions, the largest number (9,344 or 20.7%) applied to seventh graders, followed by first graders (7,981 or 17.6%) and sixth graders (6,133 or 13.6%).

- **National and state achievement data indicate better performance by males in mathematics and science areas and by females in some literary areas.**

National gender differences in several academic areas at elementary and high school levels were noted by the American Association of University Women (1990). Females were noted to have lower achievement scores, particularly, in mathematics and sciences. The lower scores represented a general decline in mathematics and sciences through the grade school years. Additionally, girls were found to have lower self-esteem, less exposure to careers, and lower career aspirations.

Gender differences are also noted in outcomes of the Louisiana Educational Assessment Program (LEAP), state-administered tests designed to annually measure the academic achievements of third, fifth, seventh, and tenth/eleventh graders. Table 10 displays the percentage of correct

Table 10
Louisiana Educational Assessment Program "Graduation Exit Examination" Results by Gender: 1992

Subjects	Percent Correct Male	Percent Correct Female	Subjects	Percent Correct Male	Percent Correct Female
English Language Arts			Written Composition		
Vocabulary	89.2	89.5	Responsiveness to Assignment	19.5	20.3
Comprehension:Details	91.9	91.7	Support, Elaboration, and Organization	15.7	16.9
Comprehension: Main Ideas	76.6	77.2	Sentence Formation	6.7	7.1
Comprehension: Reading	73.5	73.8	Word Usage	6.5	6.8
Writing Mechanics	73.0	80.4	Mechanics	6.5	7.1
Word Usage	65.5	69.6			
Sentence Structure	77.0	80.2	Science		
Study Skills	88.4	89.3	Scientific Method	73.7	70.0
Scaled Score	1061	1062	Biology/General Science	65.6	60.5
			Chemistry/Physical Science	61.3	59.6
Mathematics			Earth, Space Sciences/General Sciences	62.2	54.3
Whole Numbers and Operations	77.3	79.3	Physical Science	63.0	53.6
Decimal Numbers and Operations	77.9	79.1			
Percent, Ratio, and Proportion	72.3	67.3	Social Studies		
Measurement	68.1	59.5	Understanding American History	64.0	58.3
Geometry	65.5	66.3	Understanding Civics	68.0	66.6
Graphs, Probability, and Statistics	87.1	85.3	Understanding Free Enterprise	75.1	70.7
Pre-Algebra	76.3	75.9	Using Social Studies Skills	72.6	68.1
Algebra I	61.3	63.8			
Problem-Solving Skills	76.3	73.0			

Source: Louisiana State Department of Education (1992). Louisiana Educational Assessment Program: State Subgroup/Education Classification Report.

responses on the graduation exit examinations (the functional designation given to tests for the tenth and/or eleventh graders). Females had more correct responses than males in all written composition and English language arts categories, except that of *comprehension: details*. Males had more correct responses in all categories of science and social studies. Mathematics showed gender fluctuations by sub-category, with females having more correct responses in *numbers and operations*, *geometry*, and *Algebra I* and males excelling in *measurement, percent/ratio/proportion, graphs/probability/ statistics, pre-algebra*, and *problem-solving skills*.

Examining racial differences (not shown) in the graduation exit examination revealed that, overall, Asian students had the highest percentage of correct responses, followed (in order) by Whites, Hispanics, Indians, and Blacks. Exceptions were the higher scores of Whites than Asians in vocabulary, word usage, sentence formation, and some areas of comprehension and the reversed order in scores of Hispanics and Indians in a few categories. The scores of Black students were notably lower than those of all other racial groups, (approximately ten percentage points lower than those of Whites). Additionally, it may be noted that, considering racial group size, Whites comprised 60.5% of those taking graduation exit examinations; Blacks, 35.8%.

Similar gender differences and trends, as observed in national studies and LEAP graduation exit exam scores, can also be noted in the LEAP scores of third, fifth, and seventh graders. Of third graders, females a higher percentage of correct responses than males in all language arts categories and in all mathematics categories, except *measurement* (Table 11). Of fifth graders, females were higher in all language arts categories and in all math categories, except *numeration, measurement, graphs, probability, and statistics*. Of seventh graders, females were higher in all language arts categories except *vocabulary* and in all math categories, except *measurement, graphs, probability and statistics, decimal numbers and operations*, and *geometry*. (It should be noted that the number of sub-categories of mathematics increase from five to seven to nine with each higher grade level and scores are of different cohorts.) Additionally, in these grade levels, racial differences were the generally higher scores for Asians, followed, in order, by Whites, Hispanics, Indians, and Blacks.

Table 11
Louisiana Educational Assessment Program Results for Third, Fifth, and Seventh Graders: April, 1992

Subjects	Percent Correct					
	Third Graders		Fifth Graders		Seventh Graders	
	Male	Female	Male	Female	Male	Female
Language Arts						
Vocabulary	83.6	86.5	81.0	83.0	83.7	83.5
Comprehensiona	74.5	78.6	73.7	76.4	82.6	85.6
Writing Mechanics	80.5	86.0	78.6	82.4	70.7	75.6
Language Structure and Usage	73.4	76.4	72.7	75.4	72.8	76.9
Study Skills	79.3	80.5	79.5	82.5	83.9	87.9
Mathematics						
Numeration	90.9	91.0	79.3	76.8	56.1	56.8
Whole Number Operations	82.6	83.8	77.3	79.6	71.4	74.4
Fractions and Operations	84.0	86.5	82.2	83.7	58.4	62.6
Measurement	86.9	86.1	71.5	70.3	61.7	58.2
Graphs, Probability, & Statistics	90.4	91.9	85.7	84.5	69.3	67.1
Decimal Numbers & Operations			68.9	72.3	58.4	
Geometry			78.3	78.4	67.8	65.7
Percent, Ratio, & Proportion					62.5	63.1
Pre-Algebra					63.4	65.6
Written Composition					Scores	
Responsiveness to Assignment					22.2	22.8
Support, Elaboration, & Organization					14.9	16.0
Sentence Formation					6.3	6.8
Word Usage					6.5	6.6
Mechanics					6.5	7.2

Note: Scores for categories under written composition had a score range as follows: responsiveness to assignment and support/ elaboration/organization, a score range of 6 to 24; other categories, a score range of 2 to 8.
Source: Louisiana State Department of Education (1992) Louisiana Educational Assessment Program: State Subgroup/Education Classification Report

Comparison of LEAP outcomes in a random stratified (by high, moderate, low student participation) sample of parishes indicated differences between parishes in the percent correct for each subtests. The degree of gender and racial differences also varied by parish. In some categories, especially when state gender differences were smaller, the gender order of scores were reversed in some parishes.

College admission test scores also reveal gender differences. National gender differences are noted on the S.A.T., a college admissions achievement test (U. S. Department of Education, 1990). In the U. S. on the S.A.T., from 1966-70, women had higher verbal rates than men. Since 1971, men have higher verbal scores, with a steadily widening gap, going from a 2 point gap in 1971-72 to a 13 point gap in 1988-89. Additionally, men have consistently scored higher (approximately a 50 point gap) than women on the S.A.T. in mathematics.

The Enhanced A.C.T., a measure of high school achievement and the most frequently administered college entrance test in Louisiana, shows gender differences that are similar to those observed for the S.A.T. Table 12 identifies gender differences on subtests for U. S. and Louisiana populations.

TABLE 12
U. S. and Louisiana A.C.T. Scores by Subtest, by Gender: 1975, 1980, and 1991

Region/Year/ Gender	ACT Subscores					Region/Year/ Gender	ACT Subscores				
	Engl	Math	Soc Sci	Nat Sci	Comp		Engl	Math	Soc Sci	Nat Sci	Comp
United States						Louisiana					
1975						1975					
Male	17.1	19.3	18.7	22.4	19.5	Male	16.3	17.8	16.6	20.8	18.0
Female	18.3	16.2	16.4	20.0	17.8	Female	17.3	15.1	14.2	18.3	16.4
1980						1980					
Male	17.3	18.9	18.3	22.3	19.3	Male	16.5	16.6	16.0	20.3	17.5
Female	18.2	16.0	16.4	20.0	17.8	Female	17.1	14.2	14.1	18.1	16.0
1991						1991					
Male	19.8	20.6	21.3	21.3	20.9	Male	19.2	19.?	19.5	19.9	19.6
Female	20.7	19.4	21.1	20.1	20.4	Female	20.0	18.3	19.6	18.9	19.3

Note: Engl=English, Math=Mathematics, Soc Sci= Social Sciences, Nat Sci=Natural Sciences, Comp = Composite
Source: American College Testing Program. (1991). ACT High School Profile Report.

As can be seen from the previous table, Louisiana students score almost 2 points below the national average on the A.C.T. and gender differences are apparent on subtests for both populations. Results in 1991 for Louisiana students indicated slightly higher mean scores for women, compared to men, on English and reading subtests and lower mean scores on mathematics and science subtests. Except for higher reading scores for men than women, national test results had similar gender comparisons to those of Louisiana.

The older versions of the A.C.T. in 1975 and 1980 showed higher mean scores for women than men on English subtests, and higher scores for men on mathematics, social studies, and natural science subtests. Additionally, the different scales showed wider gaps between males and females on the latter set of subtests.

o **Women, recently, have had higher rates of high school completion, but, historically, have less educational attainment than men.**

Considering the total national population, women have less educational attainment than men. Table 13 shows the distribution of highest degree earned by gender.

TABLE 13
Highest Educational Level and Degree Earned by U. S. Persons Age 18 and Over, by Gender: 1984

Educational Level	Male	Female
Non-high-school graduation	25.3	26.7
High School Graduation	32.7	38.0
Vocational	1.3	2.3
Some college, No degree	19.1	16.6
Associate Degree	3.5	3.3
Bachelor's Degree	11.9	9.5
Master's Degree	3.8	3.0
Professional Degree	1.8	0.3
Doctor's Degree	0.7	0.2

Note. Each column totals 100% of the gender's U.S. population in 1984.
Source: U. S. Department of Education, Social and Economic Statistics Administration, Bureau of Census. (1990). Digest of Education Statistics.

Women, more often than men, lacked high school completion or had a high school diploma or a vocational certificate as the highest educational attainment. As can be seen in Table 13, men more often achieved a baccalaureate or higher degree than women. (Part of this may be explained by the greater number of women in the higher age groups and the lower degree attainment of older populations, seen in other distributions.) However, women are recently achieving high school graduation at higher rates than men. Data from the U. S. Department of Education (1990), show increases in women's high school completion; in 1988, of U. S. persons age 18 years and over, women were 55.6% of those having four years of high school.

Women in Louisiana, also, in recent years, have been more often recipients of high school diplomas. Of the 33,489 Louisiana high school graduates (meeting required Carnegie units) in 1990-91, 53.1% (17,771) were women (Louisiana Department of Education, 1992). This slightly higher rate for females than males has been observed in at least four of the past six years (not shown).

Among the 1990-1991 graduates, there were more black females than males. Of the female graduates, 38.0% were Black and 3.0% were other non-White race/ethnic groups. This compared to 35.6% of Blacks and 3.1% of other non-White groups among male graduates.

Postsecondary Education

o **Women recently comprise a larger proportion of enrollment in U. S. and Louisiana higher education.**

U. S. Department of Education (1990) data reveal increases in female enrollment in higher education. Beginning in 1979, the number of women exceeded the number of men in U. S. colleges, with increasingly widening gaps. In 1988, women were 54% of national college enrollment—10 times the number of women enrolled in 1950.

Four years after high school graduation in 1980, 64.1% of women and 59.3% of men in a national sample entered postsecondary education (National Assessment of Vocational Education,

1988). However, proportionately more women than men in this sample entered two-year and vocational institutions. Examining ethnicity of this sample revealed that 62.7% of Whites, 57.3% of Blacks, and 55.3% of Hispanics entered postsecondary education. Additionally, highest rates of enrollment were noted for students from high socio-economic backgrounds, with high ability, with high educational aspirations, and/or having completed preparatory academic programs in high school.

Similar gender patterns are noted in Louisiana, according to data collected by the Louisiana Board of Regents (1988, 1992). Recently, more women than men have enrolled in Louisiana public higher education. Of the 161,356 students enrolled in Louisiana's public colleges and universities in 1990-91, 56.9% were women. Approximately one decade before, of the 21,470 Louisiana resident students entering Louisiana public undergraduate higher education on a full-time basis in Fall 1982, 51.2% were women.

- **College students are more often older or part-time than in the past.**

According to U. S. Department of Education (1990) data, in 1986, 42% of college enrollments consisted of students 25 years and older, with near-equal rates of each gender. Additionally, 43% of enrolled students were attending part-time—of which 58% were women. Examining enrollment status by gender, 47% of enrolled women were part-time; 39%, of men.

- **Women are overcoming former disparities in baccalaureate degree completion, but still experience lower achievement than men in higher-degree attainment.**

According to data from the U. S. Department of Education (1990), female rates of degree attainment have increased. In 1988, of all U. S. persons age 18 years and over, women were 47.4% of those having four years of college (a 3% increase over that of 1984). However, of those having five or more years of college, female rates were lower (39.9%, compared to 47.4% with four years). Examining cohorts of graduates, revealed that, in 1988, women earned 52.3% of all bachelor's degrees conferred. However, in 1987-88, fewer, U. S. women than men received a doctor's degree—women receiving 35.2% of doctorates that year (most of these being in the fields of education, social sciences, and humanities).

Follow-up studies of national samples provide other supporting data. Analyses by Eagle, Fitzgerald, Gifford, & Zuma (1988a, 1988b) of national samples of the senior classes of 1980 and of 1982 show proportionately more women than men receiving a baccalaureate degree within a six and four year period, respectively for each group. However, examining the same samples, the National Assessment of Vocational Education (1988) further notes higher female rates in two-year and vocational institutions than in four-year institutions. This was observed along with an overall increasing proportion of students receiving a vocational associate degree and a decreasing proportion, a baccalaureate degree. Also, of associate programs, vocational ones were increasingly more often selected than academic programs.

Recent state data on degree attainment show similar gender patterns. Louisiana's Fall 1982 full-time resident first-time freshman class, a group with documented follow-up, had gender

differences in graduation. From this class, 7,133 (approximately one-third) received an associate or baccalaureate degree within the following six year period. Of the graduates, 3,889 or 55.5% were women. Considering that women were 51.9% of that cohort, 55.5% indicates a higher degree-completion rate for women within that period.

TABLE 14
Degrees Conferred in Louisiana by Type by Gender: 1989-90

Type of Degree	Total Awards	% Female
Total	18,694	54.3
One-Year Certificate	49	38.8
Associate Degree	1849	63.4
Baccalaureate Degree	13,132	54.2
Post-Baccalaureate	4	100.0
Masters	2753	55.7
Post-Masters	4	100.0
Doctorate	298	29.5
Professional	560	31.8
Post-Professional	2	0.0
Educational Specialist	43	76.7

Note: % Female=Females as percent of total recipients of each type of degree.
Source: Louisiana Board of Regents (1990) Statewide Completers' Master File [Machine Readable Data File].

Also, data collected by the Louisiana Board of Regents (1990) indicate that in 1989-90, women comprised 54.3% of the 18,694 students receiving academic degrees from public colleges and universities in Louisiana. More women than men received associate, baccalaureate, master's, and educational specialist degrees. However, fewer received one-year certificates, doctorates, and professional degrees. Table 14 indicates the type of degrees issued and number and rate of women earning each.

o **Historically, women have selected education more often than other fields of study in higher education.**

According to U. S. Department of Education (1990) data, in Spring 1984, of all women holding degrees (44.2% of U. S. population), more women were in education than other fields. Approximately one-third (32.4%) of women degree earners had a degree in education, one of nine (11.9%) a degree in liberal arts and humanities, and one of ten (9.6%) in business and management—the three most frequent choices of fields for women. Of men degree holders, 22.7% had a degree in business and management, 13.6% in engineering, and 10.3% in education, the three most frequent choices for men.

o **Increasingly, women are distributed among fields of degree attainment.**

As the number and proportion of women earning degrees in higher education increased from 1970 to 1988, their choices of programs also changed (Table 15). In 1970, approximately 40% of all degrees conferred on women were in education; 17%, in social sciences; and 11%, in health—the three fields with highest frequency of women. In 1988, 24.6% of degrees earned by women were in business and management; 15.2%, in education; 11.3% in health; and 9.5%, in social sciences. Also, from 1970 to 1988, the number of degrees conferred on women declined only in education, English and literature, and modern foreign languages (in that order). Most notable increases for women occurred in most of the sciences, in business, health, engineering, and psychology.

Of degrees conferred on men in 1988, 30.9% were in business and management, 18.2% in engineering, and 13.4% in social sciences. These three fields, with social science and engineering in a different order, were the main fields of degree attainment for men in 1970.

TABLE 15
Degrees Conferred in U. S. Higher Education by Field by Gender: 1970, 1980, 1988

Program/Year	Total	Percent Female	Program/Year	Total	Percent Female	Program/Year	Total	Percent Female
Agriculture & Natural Resources			Engineering			Physical Sciences		
1970	12,673	4.2	1970	50,046	0.8	1970	21,412	13.8
1980	21,886	30.8	1980	75,000	10.3	1980	23,952	24.6
1988	14,222	31.5	1988	88,791	13.7	1988	17,776	30.4
Architecture & Environmental Sciences			English & Literature			Psychology		
1970	5,570	11.9	1970	57,026	66.7	1970	37,880	44.5
1980	9,455	28.1	1980	26,006	62.2	1980	40,833	65.0
1988	8,606	38.7	1988	30,799	67.7	1988	44,961	70.0
Business & Management			Modern Foreign Languages			Public Affairs & Services		
1970	104,404	9.1	1970	19,057	75.2	1970	6,252	60.2
1980	125,795	36.9	1980	10,052	76.1	1980	18,714	69.7
1988	129,764	46.7	1988	9,773	73.2	1988	14,232	68.1
Communications			Health Professions			Social Sciences		
1970	10,802	35.3	1970	25,190	77.1	1970	155,236	36.8
1980	31,282	54.7	1980	63,348	83.5	1980	100,345	44.2
1988	46,705	39.8	1988	60,095	85.4	1988	100,270	43.9
Computer & Information Sciences			Life Sciences			Visual & Performing Arts		
1970	2,388	13.6	1970	35,743	29.1	1970	30,394	59.7
1980	15,121	48.2	1980	43,216	44.1	1980	40,479	63.4
1988	34,548	48.0	1988	36,761	50.3	1988	36,600	61.5
Education			Mathematics					
1970	176,614	74.5	1970	24,801	13.8			
1980	108,309	75.0	1980	11,078	24.6			
1988	91,013	76.9	1988	15,888	30.4			

Source: National Center for Education Statistics, (1990) Digest of Education Statistics
U. S. Department of Education, Office of Educational Research and Improvement. NCES 91-660

Similar patterns in academic majors are observed in Louisiana, with the exception of a notably lower rate of education majors. An examination of the previously mentioned Fall 1982 entering class revealed higher rates of women in humanities/arts and of men in mathematics/ sciences. Highest rates of enrollment for White males were in mathematics/ sciences; for all other groups, humanities/arts was more frequently chosen. White females were more evenly distributed among all programs than other racial gender groups.

Gender differences are also observed in post-secondary vocational program enrollment data collected by the Louisiana State Department of Education, Office of Vocational Education (1990). In 1989-90, in the state's public technical institutes and colleges and universities, females were 15.8% of technical institute and 9.6% of college enrollments in agriculture and related programs; 8.1%, 6.9% (respectively, by type of institution) of those in engineering and industrial trade/ technology programs; 88.6%, 70.2%, in clerical and related programs; 69.9%, 79.8%, in home economics and related programs; and 87.9%, 80.6%, in allied health programs.

An analysis of degrees conferred in 1989-90 in Louisiana's public colleges and universities reveals similar program choices (Table 16). Overall, business was the field with the highest frequency (21.5% of all degrees), followed by education (15.4%), health (11.4%) and others. The largest number of women were in education (22.5% of all women earning degrees), followed by business (19.2%), health (15.0%) and others. Men were more frequently in business (24.3% of all men earning degrees) and engineering (14.9%).

Examination of program choices for non-traditional gender/field patterns, (most often defined in literature as fields with greater than 75% of one gender represented,) reveals that women were the non-traditional gender in engineering and industrial arts/trades; and males, in home economics, foreign languages, and education. However, a closer analysis of subcategories in these areas reveals that, even within the specified non-traditional gender/fields, program choices often paralleled traditional programs. For example, of the 34 women in industrial arts and trades, 17 or 50% were in drafting or commercial arts and 6 or 17.6% were in a flight attendents program. As another example, of the 584 males in education, 154 (26.4%) were in physical education; 52 (8.9%), in social studies; and 51 (8.7%), in educational administration—the three subcategories with the highest frequency of males.

Table 16
Degrees Conferred in Louisiana Public Higher Education by Field by Gender: 1990

Program	Total Awards	% Female
Total	18,694	54.3
Agriculture & Natural Resources	322	25.2
Architecture & Environmental Sciences	254	40.9
Business & Management	4,025	48.5
Communications	674	62.9
Computer & Information Sciences	604	36.8
Education	2,874	79.7
Engineering	1,415	10.4
English & Literature & Library Sciences	425	71.3
Foreign Languages	77	81.2
General & Multi Disciplinary Studies	1,412	46.4
Health Professions	2,139	71.4
Home Economics	436	90.6
Industrial Arts/Trades	176	19.3
Life Sciences	402	39.8
Mathematics	160	43.1
Physical Sciences	230	28.7
Psychology	601	68.7
Public Affairs/Services	1,259	52.2
Social Sciences	835	45.5
Visual & Performing Arts	374	57.0

Note. % Female = Females as percent of total recipients within each program area.
Categories are based on Classification Index of Program (CIP) codes and groupings suggested in literature. Industrial Arts/Trades includes industrial arts, construction trades, mechanics and repairs, precision production, and transportation and material moving. Public Affrs/Services (in order of frequency) includes the protective services, law, public affairs, leisure, parks and recreation, funeral services, and area studies. Philosophy and religion, totalling 22 students (36.4% females), although more focused, is included in general and multidisciplinary studies.
Source: Louisiana Board of Regents (1990). Statewide Completers' Master File, 1990 [Machine Readable Data File].

Teachers and Administrators in Public Education

Elementary and Secondary Education

o **Women are a majority of classroom teachers but a minority of principals, assistant principles, and other supervisory staff.**

U. S. Department of Education (1990) data indicate higher rates of female than male teachers in U. S. public and private schools (not shown). In 1987-88, women were 70.2% of all teachers in public schools and 78.1% of those in private schools. [The same source shows gender differences in highest degree earned by teachers. Female teachers had a higher rate of bachelor's degrees (55.5% compared to 44.2% for men, but lower rates of master's degrees (37.9%, 44.9%), educational specialist degrees (5.7%, 7.5%), and doctorates (.6%, 1.6%).]

TABLE 17
Prinicipals and Full-time Teachers in Louisiana by Gender: 1980-81, 1986-87, 1990-91

Position	Percent Female by School Year 1980-81	1986-87	1990-91
Principals	20.4	26.8	33.6
Full-time Teachers	80.3	80.9	81.5

Source: Louisiana Department of Education. (1992). Annual Statistical Report 1991-91. Baton Rouge: Author. University of New Orleans, Division of Business and Economic Research. (1990). Statistical Abstract of Louisiana: 1990.

As can be seen in Table17, female participation in Louisiana's full-time teaching and principal positions increased from 1980 to 1990. During this decade the number of classroom teachers increased from 42,613 to 45,401 and the number of principals decreased slightly from 1485 to 1448 (not shown). As more teachers were hired, a greater proportion of them were women. The proportion of female teachers went from from 80.3% in 1980-81 to 81.5% in 1990-91. Also, during this same period, a larger number of women than men entered principalships—rates of female principals increasing 13% (from 20.4% in 1980-81 to 33.6% in 1990-91).

Louisiana Department of Education (1990, 1992) data also show increases in women as assistant principals and supervisory staff (Table 18). Women were 34.3% of 823 assistant principals in 1988-89 and 38.0% of 849 in 1990-91. Additionally, women were 44.0% of the 1,369 (1988-89)

TABLE 18
Louisiana Public School Personnel by Gender: 1990-91

Positions	Total	Percent Female	Positions	Total	Percent Female
Superintendents	66	6.1	Part-time Teachers	90	72.2
Asst/Assoc Superintendents	80	17.5	Teacher Aides	8,207	97.1
Other Supervisors	1381	49.2	Other Professional	5,189	86.7
Principals	1448	33.6	Office/Clerical	4,736	98.5
Elementary Principals	1002	41.5	Maintenance/Operation	23,672	65.9
Secondary Principals	426	14.8			
Assistant Principals	849	38.0			
Full time Teachers	76,477	85.0			
Elementary Teachers	31,076	90.1			
Secondary Teachers	45,401	81.5			

Note: Asst=Assistant; Assoc=Associate
Source: Louisiana State Department of Education (1992). Annual Statistical Report

and 45.6% of the 1527 (1990-91) supervisory personnel (superintendents, assistant superintendents, supervisors of elementary and secondary education, purchasing directors, business managers, and others).

A further breakdown of Louisiana public school personnel in 1990-91 also reveals gender differences among supervisory, teaching, and other personnel (Table 18). Of all position categories, female participation rates were highest among office/clerical staff, teacher aides, and elementary teachers (in that order). The lowest rates of female participation were (in order) for superintendent, secondary principal, and assistant/associate superintendent positions.

o **Women are 21.3% of public school board members in the State.**

Women are approximately one-fifth of Louisiana's public school board members (Table 19). Additionally, about 77% of all members were White; 23% were Black. Considering racial group participation, of each group, Black women had a higher rate of participation than White women.

TABLE 19
Louisiana Public School Board Members by Gender by Race: 1990-91

Race	Total	Percent Female
Total	663	21.3
White	510	18.8
Black	152	29.6
Other	1	0

Source: Louisiana State Department of Education (1992). Annual Statistical Report.

Higher Education

o **Women are less represented than men among higher education faculty and are also less likely to be tenured and to have top-coded salaries.**

According to U. S. Department of Education (1990) data, women increased from 23% in 1969-70 to 33% in 1987-88 of U. S. college faculty. The increase of this time period occurred as the number of faculty in the nation nearly doubled, indicating proportionately more women than men newly employed as faculty. However, Pounder (1991) studying a national sample, noted fewer women than men having high rankings and identified that, for women professors, the salary loss due solely to gender was over $3000 per academic term.

In Louisiana public higher education in 1990-91, women were nearly 37% of full-time faculty with contracts and 38% of administrators. Proportionately fewer women than men had tenure, a professorship, and a top-coded salary (Table 20). Women were 25.7% of full-time tenured faculty, 13.6% of those top-ranked as "professors" and 15.6% of those earning $55,000 or more. Of administrators, women were 17.8% of those earning $55,000 and over.

TABLE 20
Louisiana Public Higher Education Faculty and Administrators in Top Levels of Rank and Salary: 1990-91

Classification	Total Number	Percent Who Are Women
Faculty with contracts	6796	36.6
Full-time tenured faculty	3557	25.7
Full-time Tenured Faculty with "Professor" Rank	1636	13.6
Faculty Earning $55,000+	1139	15.6
Administrators/executives/managers	2095	38.0
Administrators Earning $55,000+	454	17.8

Source: Louisiana Board of Regents. (1992). Higher Education Staff Information [Institutional Responses to Survey].

EMPLOYMENT

o **Female participation in employment has increased, with women, in 1989, comprising 52% of the national and 40% of the state labor force.**

As the national labor force increased by 78% from 1970 to 1989 (Table 21), the number of participating women more than doubled (increase of 117%). Consequently, women's rate of participation in the national labor force increased from 43% to 52% during this period.

Women in Louisiana have had lower labor participation rates than in the nation—approximately 8% lower during each period. Also, since 1970, rates increased by 8% for the nation, compared to 5% for Louisiana.

TABLE 21
Total (Employed and Unemployed) U. S. and Louisiana Civilian Labor Force, Age 16 Years and Over (in thousands) by Gender: 1970, 1980, 1989/91

United States	1970	1980	1989	Louisiana	1970	1979	1991
Total	144,393	198,312	257,344	Total	1,224	1,679	1,933
Male	82,308	103,043	122,581	Male	788	1,082	1,158
Female	62,085	95,269	134,763	Female	435	596	775
% of Total	43.0	48.0	52.4	% of Total	35.6	35.5	40.0

Source: U. S. Department of Labor, Bureau of Labor Statistics (March, 1991) Employment, Hours, and Earnings, United States, 1909-1990, Volume II, Bulletin 2370. Louisiana Department of Employment and Training, Office of Employment Security (1990, 1990, 1991, 1992) Manpower Information for Affirmative Action. U. S. Department of Commerce, Bureau of the Census. (1970) General Social and Economic Characteristics, Louisiana

o **The increase in national female employment applied to all industries, in near equal proportions.**

An examination of national data by industry (such as service-producing, transportation and public utilities, wholesale trade, etc.) reveals that the doubling of employed females occurred across all industries (not shown). Also, the rank order of industries hiring women were the same as that for men.

o **Gender differences in U. S. and Louisiana employment rates by occupations have lessened over the past decade(s), but are still notable.**

Several occupations have notably higher rates of participation of one gender than another. In the U. S. in 1989 (not shown), women were 45.8% of managerial and professional, 63.0% of technical, sales, and administrative support staff; 50.8% of service personnel; 8.1% of precision production (including mechanics, construction trades, etc.); 25.2% of operators, fabricators, and laborers; and 11.7% of farming, forestry, and fishing workers. The most observable change, compared to 1983, was that the female rate in managerial and professional occupations represented an approximate 5% increase (from 40.9%).

According to the Bureau of Labor Statistics (cited by the Women's Bureau, December 1989), managerial females were more likely than managerial males to be single, divorced, separated, or widowed. Additionally, women were more likely to be managers in areas where low levels were dominated by women, such as in medicine and health (61.3% of managers), personnel and labor relations (49.2%), and in education and related fields (48.9%).

TABLE 22
Louisiana's Employed Civilian Labor Force by Occupation by Gender: 1970, 1980, 1991

Occupation	Percent of the Total Labor Force Per Year					
	1970		1980		1991	
	Male	Female	Male	Female	Male	Female
Professional/Technical/Managerial	15.3	7.6	16.9	8.9	13.1	9.9
Sales	4.1	2.7	3.5	2.8	5.0	5.2
Clerical and Kindred	4.4	11.1	3.6	14.3	3.5	12.2
Services, incl Private Household	5.0	10.3	5.1	8.5	5.1	8.6
Operatives & Other Blue Collar	19.6	2.8	14.9	5.4	16.0	3.1
Crafts, Foremen, & Kindred	14.0	.5	12.4	.7	15.0	.8
Farm labor	3.0	.2	2.4	.5	2.2	.2

Note. The sum of the male and female columns for each year total 100%.
Sources: U. S. Department of Commerce (1970). General Social and Economic Characteristics, Louisiana. U. S. Department of Commerce, Bureau of the Census. (1980). Summary Characteristics for Governmental Units and Standard Metropolitan Areas. Louisiana Department of Employment and Trainin, Office of Employment Security. (1980, 1990, 1991, 1992). Louisiana Manpower Information for Affirmative Action Programs.

Occupational gender differences in Louisiana, with higher rates of male employment, were greatest in operatives and other blue collar fields; crafts, foremen, and kindred; and professional/technical/managerial (in that order) (Table 22). Female participation rates most notably exceeded those of males in clerical and kindred occupations.

o **The rate of Louisiana women in professional, technical, and managerial occupations has steadily increased to a near-proportionate level. However, the rate of women in management and administration remains disproportionate.**

A breakdown of the professional, technical, and managerial category in 1991 (not shown) reveals that women were 43.1% of the labor force of this category. They were 8.3% of engineers and natural scientists, 61.2% of medical and health workers, 75.8% of teachers, 42.2% of technologists and technicians, and 30.4% of managers and administrators.

o **In the U. S. and Louisiana, women have higher unemployment rates tham men.**

Unemployment rates in the U. S. and Louisiana differed slightly between men and women in the 1980's (Table 23). Rates fluctuated during the periods of the study, Louisiana's doing so more than those of the U. S. For most years, unemployment rates for Louisiana were higher than those of the U. S. The following table shows gender differences and changes during this decade.

Examining unemployment rates by industry for 1980 and 1989, U. S. Department of Commerce (1990) data identifies gender differences. Female unemployment rates exceeded those of males in the industries of agriculture, manufacturing, wholesale and retail trade, and finance and insurance. Males had higher unemployment rates than women in mining, construction, transportation, and services.

TABLE 23
U. S. and Louisiana Unemployment Rates (Unadjusted) by Gender: 1980 to 1991

Region/Gender	YEAR							
U.S.	1970	1980	1982	1985	1988	1989	1990	1991
Total	—	7.1	9.7	7.2	5.5	5.3	5.5	6.7
Male	4.9	6.9	9.9	7.0	5.5	5.2	—	—
Female	6.3	7.4	9.4	7.4	5.6	5.4	—	—
LA	1970	1980	1982	1985	1988	1989	1990	1991
Total	5.4	6.7	10.3	11.5	10.9	7.9	6.2	7.1
Female*	2.2	7.4	—	—	—	9.0	7.1	8.0

Note: Unadjusted refers to all unemployment, without seasonal adjustments. Unemployment rates for Louisiana males were not in available reports. A dash (—) indicates missing data.
Source: U. S. Statistical Abstract (1991); U. S. Department of Commerce (1970). General Social and Economic characteristics. Louisiana Department of Employment and Training (1992). Louisiana Labor Force Summary. Baton Rouge.

o **Reasons for female unemployment differ in rate of occurrence from those of men.**

U. S. Department of Commerce (1990) data reveals gender differences in reasons for unemployment. Unemployed women were more often than men reentrants and new entrants than men. Men, more often than women, identifed job loss or job leaving as the reason for unemployment. For example, in 1989, of unemployed women, 36.5% were re-entrants, 33.3% were job losers, 15.7% were job leavers, and 11.5% were new entrants. That year, of unemployed men, 56.9% were job losers, 19.1% were re-entrants, 13.8% were job leavers, and 10.3% were new entrants.

Unemployment rates are also observed to decrease with higher levels of educational attainment. For example, in 1988, the unemployment rate of U. S. persons with less than 4 years of high school was 9.1% compared to 4.8% with 4 years of high school, only, and 2.3% with 4 years or more of college. Although gender differences in unemployment rates are noted to fluctuate, the previously seen gender difference in educational attainment may partially contribute to gender differences in rates.

Taeuber's (1991) data in a statistical analysis of women in America shows that 9% of each, women and men, who were not in the labor force wanted a job but experienced psychological, physical, and other contraints preventing application for employment. These are not reflected in statistics on the labor force.

o **Women are part-time employees more often than men.**

In a sample of the national workforce, Taeuber (1991) observed that 27% of women and 11% of men had part-time status. Examining employment status of all workers, women were 42% of full-time and 69% of part-time workers.

o **In the U. S., the median weekly earnings of women are lower than those of men.**

Full-time working women in the U. S. earned approximately 66.6% in 1983 and 70.1% in 1989, of the earnings of men. Although the gender gap in weekly earnings decreased proportionately,

the dollar-amount difference widened (Table 24). Additionally, racial differences occurred. White females experienced the highest percent of increase; Black males, the lowest. A greater disparity in wages occurred between White and Black males than between White and Black females.

TABLE 24
Median Weekly Earnings of U. S. Full-time Workers by Gender, by Race: 1983, 1989

	Median Weekly Earnings (Dollars)		Increase, 1983-89	
Gender/Race	1983	1989	Dollars	Percent
Men				
Total	378	468	90	23.8
White	387	482	95	24.5
Black	293	348	55	18.8
Women				
Total	252	328	76	30.2
White	254	334	80	31.5
Black	231	301	70	30.3

Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census (1991) Statistical Abstract of the United States

o Gender differences in median weekly earnings of U. S. full-time workers crosses over all industries.

The average weekly earnings of men exceeded those of women in all industries (Table 25). In 1989, the technical, sales, and administrative support category, which includes clerical personnel, had the greatest disparity; in that category, women earned 66.0% of the wages of men. This rate was closely followed by that in precision production (66.3%); operators, fabricators, and laborers (68.9%), managerial/professional (488); and service (71.2%). The industry with least gender difference in earnings was that of farming, forestry, and fishing (83.7%).

TABLE 25
Median Weekly Earnings of U. S. Full-time Workers by Gender, by Industry: 1983, 1989

	Weekly Earnings in Dollars by Year			
	1983		1989	
Occupation	Male	Female	Male	Female
Managerial/Professional	516	357	693	488
Tech/Sales/Adm Support	385	247	480	317
Service	255	173	306	218
Precision Production	387	256	469	311
Operators/Fabricators	308	204	366	252
Farm/Forestry/Fishing	200	169	252	211

Note: Tech=Technical; Adm Support=Administrative Support (which includes clerical); Farm=Farming. Services includes private household, protective, and other services. Precision production includes mechanics and repairers and construction trades. Operators/Fabricators includes machine operators, assemblers, and inspectors, transportation and material moving, handers, equipment, cleaners, helpers, and laborers.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census (1991) Statistical Abstract of the United States

In examining gender wage differences by industry, it should be further noted that the industry with the greatest wage disparity, (technical, sales, and administrative support) was also the industry employing the largest number of women. The farming, forestry, fishing industry, on the other hand, employed the least.

o Female participation in organized labor unions has increased.

Female participation in organized labor unions has increased, despite steady declines in union membership, according to the Women's Bureau (August 1989). This increase, however, has been less than female-rate increases in the labor force. Additionally, labor organization has appealed mainly to government workers in professional, technical, clerical, and protective services. Among Whites, Blacks, and Hispanics, Black females have the highest rate of union participation.

In the later 1980's, women in unions received higher wages and more rapid wage increases than non-union women (Women's Bureau, August 1989). For example, in 1988, women in unions had a median weekly earning of $100 higher that of non-union women. Although the gender earning gap is lessened by union participation, women in unions, also, earn less than men—approximately $100 less weekly.

o **Women-owned businesses in the U. S. and Louisiana are increasing.**

According to the Women's Bureau (December 1989), from 1980 to 1986, women's businesses in non-farm sole proprietorships increased 62.5%, reaching over 4.1 million in number and 29.9% of all similar businesses. These women-owned businesses generated 12.9% of all total business receipts in 1986. Additionally, from 1980 to 1986, women-ownership of non-traditional businesses increased; for example, 165.9% increases were realized in mining, construction, and manufacturing, and 110.9%, in agriculture, forestry, and fishing.

Louisiana ranks 26th in the U. S. in the number of women-owned businesses. In Louisiana, these businesses generated more than $2.9 billion in sales in 1987, according to a U. S. Department of Commerce study (as cited in the State of Louisiana Minority and Women's Business Directory). From 1982 to 1987 in Louisiana, there was a 46% increase in businesses owned by women. This increase was from nearly 39,000 in 1982 to almost 56,000 in 1987. Almost 30,000 of the businesses were in service industries and 20,000 in retail trades. Demographically, over half of businesses owned by women are located in metropolitan areas of the state.

o **Women are underrepresented as Louisiana public chief administrators.**

As of February 1992, women less often held elected or appointed positions in Louisiana government and other public services. Table 26 identifies the participation rate of women in selected government-sponsored leadership positions.

TABLE 26
Selected Louisiana Government Positions of Leadership by Gender: 1992

Position	Number/Percent Women of Total	Position	Number/Percent Women of Total
State elected officers	2 or 25.0%	School Board Members	141 or 21.4%
State Legislature- Total	10 or 6.9%	Superintendents	4 or 6.0%
House of Representative	9 or 8.6%	Technical Regional Directors	1 or 12.5%
Senate	1 or 2.5%	Technical Directors	6 or 13.4%
State Judiciary	29 or 8.5%	College-System Presidents	1 or 33.3%
State Supreme Court	0	College Presidents	1 or 5.9%
Court of Appeals	3 or 5.7%	Mayors	32 or 10.6%
District Courts	15 or 8.0%		
Juvenile/Family Courts	7 or 46.7%		
Commissioners	1 or 14.3%		
City and parish courts	3 or 4.1%		

Source: Government offices February-May, 1992

o **Approximately 150,000 new jobs are expected by Year 2015.**

Employment projections for Louisiana to Year 2015 are made by Woods and Poole Economics, Inc. (1991). They project gradual increases from the 1.9 million jobs of 1990 to nearly 2.1 million by 2015. Most of the additional 149,000 new jobs are expected to cluster in three sectors: services, retail trade, and finance/ insurance/real estate. The leading sector, services (such as in health and business), will lead to an increase of 95,000 jobs, increasing the total to 296,000.

OTHER FORMS OF SOCIAL PARTICIPATION

Other social characteristics of significance are those that relate to family and quality of life. Marital status, birthrates, heads of households, social dependency, incarcerations, etc. are among data reported by gender and useful to an examination of the status of women.

o Women are less often married and more often divorced and widowed than men.

Both in the U. S. and in Louisiana, the rate of married women decreased from 1970 to 1990, and the rate of divorced women increased (Table 27). For each year, the rate of married women was lower than that of married men. Also, for each year, the rate of divorced and widowed women exceeded those of divorced and widowed men, respectively. The higher rate of widowed women than men may partially be explained in differences previously seen in life-expectancy.

TABLE 27
Marital Status for U. S. and Louisiana Population, Aged 14/15 Years and Older, by Gender: 1970, 1980, and 1990

	Percent by Year					
Region	1970		1980		1990	
U. S.	Male	Female	Male	Female	Male	Female
Total	71,485,878	77,910,094	83,835,851	91,419,615	91,033,000	99,019,000
Never Married	28.6	22.6	30.0	23.0	30.2	22.9
Married	62.4	57.1	60.1	54.8	58.1	53.4
Separated	3.4	4.1	2.0	2.7	2.6	3.4
Widowed	3.0	12.3	2.6	12.4	2.5	11.6
Divorced	2.7	3.9	5.4	7.2	6.6	8.6
LA						
Total	1,225,885	1,340,100	1,491,433	1,635,173	1,503,716	1,680,787
Never Married	30.3	23.2	30.2	23.2	30.9	24.4
Married	62.5	57.1	59.6	54.0	56.3	50.0
Separated	2.2	3.5	3.2	4.1	3.0	3.9
Widowed	2.9	12.9	2.7	12.8	2.8	12.9
Divorced	2.1	3.2	4.3	5.9	7.0	8.9

Note: Data for 1970 was for populations aged 14 years and over; other data, 15 years and over.
Source: U. S. Department of Commerce, Bureau of Census. (1970, 1980). General Population Characteristics, Louisiana. Washington, DC: U. S. Government Printing Office. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). Statistical Abstract of the U. S. Washington, DC: U. S. Government Printing Office.

o The number of households increased and the rates of family households decreased both in U. S. and Louisiana.

The number of households in 1970 have increased by approximately 50% in 1990, as can be seen in Table 28. Types of households, however, have not increased proportionately. The national and state rates of family households have decreased approximately 10% since 1970—the U. S. having a slightly lower rate than that of Louisiana. Family households were 81.5% of all U. S.

households in 1970; 73.2%, in 1980; and 71.2%, in 1990. Louisiana experienced similar decreases—from 83.0% in 1970 and 75.7% in 1980 to 72.7% in 1990.

Additionally, among family households, the proportion of those headed by married-couples decreased, Louisiana's being lower and decreasing more than those of the U. S. (Table 28). Married-couple heads of households decreased nationally from 86.7% in 1970 to 79.5% in 1990 and, in the state, from 83.0% to 72.7%.

TABLE 28
U. S. and Louisiana Households by Type: 1970, 1980, 1990

Region and Category	Numbers and Percents by Year		
	1970	1980	1990
United States			
Total heads of households	62,875,000	80,389,673	91,538,000
Family Households	51,237,000	58,882,153	65,133,000
% Married-Couple Families	86.7	82.2	79.5
% Single-Male Families	2.4	3.5	4.2
% Single-Female Families	10.9	14.3	16.3
Non-Family Households	12,430,000	21,226,000	25,933,000
Louisiana			
Total heads of households	1,052,038	1,411,788	1,499,269
Family Households	872,772	1,068,835	1,089,882
% Married-Couple Families	83.0	79.7	73.7
% Single-Male Families	3.6	3.7	4.8
% Single-Female Families	13.4	16.6	21.5
Non-Family Households	179,266	342,953	409,387

Source: Louisiana Office of the Governor, Division of Administration. (1992). 1990 Census of Population and Housing. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). Statistical Abstract of the U. S. Washington, DC: U. S. Government Printing Office.

o **The rate of single females heading households has increased.**

Women are more frequently the heads of households than in the past (Table 28). In Louisiana, in 1990, women headed 21.5% of family households, an increase from 11.1% in 1970 and 14.3% in 1980. Of non-family households in Louisiana, rates of women as heads of households increased from 11.2% in 1970 and 13.6% in 1980, to 26.1% in 1990.

o **The rates of single parents, male and female, have increased in the U. S. and Louisiana—the state having higher rates than the nation.**

As expected from the declining rates in married-couple family households, the rates of single-parent households have increased in both the U. S. and the state. Especially notable are the increases in female heads of families. As can be derived from Table 28, the U. S. had a rate increase exceeding 5% (from 10.9% in 1970 and 14.3% in 1980 to 16.3% in 1990). Louisiana has had higher rates of single parent households and greater rate increases than the U. S. Both single-male and single-female heads were proportionately higher for Louisiana than the U. S. The rate of families headed by single females increased approximately 7% in rate (from 13.4% in 1970 and 16.6% in 1980 to 21.5% in 1990). From another perspective, for each year examined, single-female heads were approximately 80% of all single-parent homes.

o **The number of births has fluctuated in the nation and state.**

The U. S. and Louisiana have experienced fluctuation in births in the years of this study (Table 28). Overall, in recent years, fewer children have been born annually than were born during 1960. Additionally, fluctuation in Louisiana has not necessarily parallelled the increases or decreases of the nation. Births in the state may continue declining; as can be seen from Table 29, in 1990, births in Louisiana were lower than those of the previous three decades.

Age differences are noted in births by year, showing increases in the ages of mothers (not shown). Prior to 1984, the largest number of births were to mothers age 20-24 years; since 1984, to mothers age 25-29 years. Additionally, the rate of births to mothers age 30 years and over increased slightly (approximately 2%) from 1960 to 1988. Also, during this same period, the rate of births to mothers under age 20 also decreased by 1.5%. Similar trends are noted in ages of fathers (not shown).

TABLE 29
U. S. and Louisiana Live Births (in thousands): 1960 to 1988

	Region			Region	
Year	U. S.	Louisiana	Year	U. S.	Louisiana
1960	4258	—	1984	3669	81
1965	3760	80	1985	3761	81
1970	3731	75	1986	3757	78
1975	3144	79	1987	3809	74
1980	3612	82	1988	3910	74
1982	3681	85	1989	----	73
1983	3639	82	1990	----	72

Note: Total are rounded off to the nearest thousand
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991) Statistical Abstract of the U. S. Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992) [Computer print outs]. Louisiana Resident Live births by Legitimacy Status and Race and Sex of Child 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970

o Racial/ethnic differences exist in birth rates.

Changes in birth rates have also differed by race (Table 30). The percent of all U. S. births that are Black increased from 15% in 1970 to 17% in 1988. Rates of Black births were much higher for Louisiana—37% in 1970 and increasing to 41% in 1990.

o Rates of births to unmarried women have increased markedly.

The rates of births to unmarried women in the U. S. and Louisiana steadily increased during the periods under examination (Table 31). In the U. S., rates increased from 10.7% in 1970 and 18.4% in 1980 to 25.7% in 1988. Rates increased even more for Louisiana—from 14.8% in 1970, 23.4% in 1980 to 36.8% in 1990.

TABLE 30
U. S. and Louisiana Live Birth Rates by Race: 1970, 1980, 1988/1990

		Birth Rates by Region	
Year	Race	U. S.	Louisiana
1970	Total	3,731	74.6
	White	3,091 (82.8%)	46.7 (62.6%)
	Black	572 (15.3%)	27.6 (37.0%)
1980	Total	3,612	82.1
	White	2,899 (80.3%)	50.4 (61.4%)
	Black	590 (16.3%)	30.3 (36.9%)
1988/90	Total	3,910	72.1
	White	3,046 (77.9%)	41.0 (56.9%)
	Black	672 (17.2%)	29.6 (41.1%)

Note: U. S. data are for 1988; Louisiana, 1990. Totals are in thousands for U. S. and Louisiana.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991) Statistical Abstract of the U. S. Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992). [Computer print outs]. Louisiana Resident Live births by Legitimacy Status and Race and Sex of Child. 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970

TABLE 31
U. S. and Louisiana Live Births to Unmarried Women by Race: 1970, 1980, 1988/1990

		Percent of All Births	
Year	Race	U. S.	Louisiana
1970	Total	10.7	14.8
	White	5.7	3.9
	Black	37.6	33.4
1980	Total	18.4	23.4
	White	11.0	7.1
	Black	55.2	51.4
1988/90*	Total	25.7	36.8
	White	17.7	15.5
	Black	63.5	67.1

Note: U. S. data are for 1988; Louisiana, 1990
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991) Statistical Abstract of the U. S. Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992) [Computer print outs]. Louisiana Resident Live births by Legitimacy Status and Race and Sex of Child. 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970

As also can be seen in Table 31, the largest increase in births to unmarried women has occurred among the Black race, both in the U. S. and in Louisiana. Nationally, in 1970, 38% of all Black live births were to unmarried women; this increased to 63.5% in 1988. In Louisiana, illegitimacy increased from 25% of all Black live births in 1970 to 67% in 1990. Additionally, 1980 data revealed that, that year, 42% of Louisiana's unmarried women giving birth were from age 15 to 19 years and 34% were from age 20 to 24 years.

o Rate of low birth weights have increased.

TABLE 32
U. S. and Louisiana Births with Low Birth Weight To Unmarried Women: 1980 and 1989

Region	Percent of Births with Low Birth Rate by Year			
	Total Births		Births To Unmarried Women	
	1980	1989	1980	1989
U. S.	6.8	6.9	18.4	25.7
Louisiana	8.6	8.8	23.4	33.5

Note: Low birth weight, in this context, is less than 5.5 pounds.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1991). Statistical Abstract of the U. S.

Low birth weights (less than 5.5 pounds and considered a health factor) have increased in frequency since 1980—particularly to unmarried women (Table 32). In 1989, of all births to unmarried women, 25.7% of those in the U. S. and 33.5% of those in Louisiana were classified as low birth weights. These rates were approximately four times those of the married population. Additionally, rates of low birth weight were higher for Louisiana than the nation.

o Female-headed families are the most frequent recipients of welfare.

According to the Department of Social Services (1991), one of every 15 Louisiana residents is a recipient of "welfare", Aid to Families with Dependent Children (AFDC). Most are in families headed by women. Of the 277,754 AFDC recipients, 72% are children, of which 92% are in families with a single mother. The average age of the female is 27 years and the average number of children is two. For a family size of 3, the maximum grant in an urban area is $190 per month ($174, non-urban) with a maximum food stamp allotment of $292. Louisiana's average grant ($168) is 43% of the average national grant. Approximately 9% of AFDC recipients also work, each earning gross monthly wages that average $410.

o Women in Louisiana have lower rates of incarceration in Louisiana state penitentiaries than men.

According to the Louisiana Department of Public Safety and Corrections (1992), women were 3.6% of incarcerations in May, 1992 (Table 33). Of incarcerated women 68.5% were Black, 31.3% were white, and .2% were Japanese. Proportionately more incarcerated men were Black (75.7%).

TABLE 33
Incarcerations in State Penitentiaries by Gender: May, 1992

Gender/Race	Number	Percent of Gender/Race Group
Total	14,598	100.0
Male	14,074	96.4
Black	10,660	75.7
White	3,389	24.1
Other	18	.1
Female	524	3.6
Black	359	68.5
White	164	31.3
Other	1	.2

Source: Louisiana Department of Public Safety and Corrections. (1992). Incarcerations in State Institutions by Gender, Offense, Length of Sentence.

Other than frequency, the incarceration of women differs from men in type of offense (not shown). In order of occurrence, offenses of women were mostly homicides (27.1%), drug offenses (24.4%), and theft (21.4%). Of incarcerated males, the leading offenses were robbery (20.1%), homicides (17.7%), burglary (17.3%), and drug offenders (17.3%).

o **Women in the U. S. report a higher rate of participation in voting than do men.**

TABLE 34
Reports of U. S. Voter Registration and Voting by Gender: 1980, 1988

	Year			
	1980		1988	
Category	Male	Female	Male	Female
Percent reporting they registered	66.6	67.1	65.2	67.8
Percent reporting they voted	59.1	59.4	56.4	58.3

Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). Statistical Abstract of the U. S.

Women are not only a majority (over 52%) of the voting age population in the U. S. and Louisiana. They also may exercise voting rights more often than men. In a survey of registration and voting in 1980 and 1988, U. S. women reported higher rates of both, as shown in the following table.

o **In Louisiana, females outnumber males in voter registration and voting.**

The most recent available reports of registration and voting (Table 35) revealed a a larger number of women registered to vote. This may be partially attributed to the larger number of women who are of voting age, as previously seen in general population data. However, not only were more women registered, but also more exercised voting rights. Over 2.0% more women than men voted in each election.

TABLE 35
Reports of Louisiana Voter Registration and Voting by Gender: October 6, 1990 and November 16, 1991

Category	Male	Female	Male	Female
Number of persons registered to vote	1,003,663	1,165,436	1,031,384	1,208,880
Percent of registered voters who voted	67.2	69.5	77.3	79.9

Note: The elections on October 6, 1990 and November 16, 1991 were major elections with reportedly high voter interest.
Source: Department of Elections and Registration. (1992). Verbal Report of Post-Election Statistics.

CONCERNS OF WOMEN

o **The concerns of women span many settings and include issues with significance at many levels—national, state, and local.**

Although much has been achieved to promote equity for women in some areas, gender disparities are still evident in some settings and several topics remain areas of concern for women. The National Coalition for Women (1988) identified settings for sex bias and discrimination as key areas for social awareness and continued evaluation (Table 36).

TABLE 36
Selected Settings/Areas of Concern to Women

Recruitment	Selective admissions
Hiring, layoffs, rehiring	Job classifications
Assignments	Promotions
Benefits, salary, compensations	Pregnancy and marital status attitudes/polices
Health services and insurance	Physical education
Competitive athletics	Instructional materials, laboratories
Classroom activities, testing	Housing
Counseling, placement	Awards, scholarships, financial assistance
Loans, business transactions	

Source: The National Coalition for Women. (1988). Title IX: A Practical Guide to Achieving Sex Equity in Education.

The Institute of Applied Research (1989) in a study of women in the Missouri labor force further described employment barriers and special needs of women. They found that problems reported by women in getting or advancing in jobs clustered about seven major areas (Table 37).

TABLE 37
Areas of Potential Barriers and Special Needs for Women

Low self confidence.
Perceiving deficiences in education and experience, difficulty finding out about jobs or getting in social circles that lead to advancement.
Family Responsibilities—experiencing work/home role conflicts, unable to satisfy all demands, difficulties in arranging childcare.
Discrimination-perceiving gender discrimination in hiring, wages, and advancement.
Job Benefits—inadequate health insurance and other benefits.
Moving/Travel—experiencing problems in jobs that require travel or moving.
Health/Transportation—experiencing difficulty getting to work due to health or transportation.

Source: The Institute of Applied Research. (1989). Working Women: Employment Barriers and Special Needs. Handbook.

Greater severity of problems in these areas were reported by women who were poorer, single heads of households, younger, currently unemployed but looking for work or currently working in very low paying jobs, victims of sexual harassment and/or gender discrimination on the job. Most acute were the problems of those with several of these characteristics.

o **Louisiana women identified several major goals for the state.**

In Louisiana, women have expressed concerns on a wide range of topics, regarding "women's issues as people's issues", a recurring theme in state meetings of women. The 1992 Governor's Conference on Women, Louisiana Women's Focus 2000, Part II, with approximately 1200 women participants, prepared a legislative agenda reflective of the concerns of women in Louisiana. Table 38 provides the key topics addressed by the conference and goals developed by participants.

TABLE 38
Issues and Goals Identified by Louisiana Women: March, 1992

Environmental problems (Affecting health and quality of life)
Accountability of politicians and governmental agencies, alternatives to pesticides, environmental research and public education, people-sensitivity and racial equity in waste site selections, reduction of wastes, mandatory reporting of pesticides, redefining reporting of dangerous emissions, company accountability for worker exposure, limiting coastal erosion, increased funding.

Education
Vo-tech and alternative schools, statewide local math/science academies, increased and stabilized funding, safer schools, smaller class size in K-5, teaching critical thinking, "full funding honest reporting", strong basic curriculum in reading/writing/math, an education convention, early student assessment and interventions, systems of accountability.

Health care (State health plan, Medicaid, Charity Hospital)
Universal access to affordable quality health care (including prevention, mental health, substance abuse and holistic treatments) in a decentralized system, culturally sensitive health care services in underserved population areas, coordination of local and state services, health services and curriculum within healthful school environments, access to a full range of family planning services, training of primary care providers with expanded use of mid-level providers, regulation of health care costs through health insurance reform, comprehensive respite care, cap on malpractice liability, access to pre-natal care in first trimester for every pregnant woman, coalition of efforts to achieve reform and funds.

Day Care (Licensing and availability)
Affordable day care available to all, training for parents of children in day care, training for day care staff, designation of funds to child care, quality care with speedily enforceable standards, one day care license with appropriate regulations, collaboration of public (local, state, and federal) and private resources to support day care, individualized early assessment of children, no corporal punishment in child care facilities, parental choices of day care programs.

Women (Violence/sexual harassment)
Adequate, renewable funding to effectively maintain programs serving housing, child care, and counseling; informed responsive public, including law enforcement agencies, public officials, employers education regarding harassment and domestic violence; uniform enforcement of laws; statewide police department response to domestic violence modeled after City of Kenner; adult protective services; public awareness of women's issues as people issues; an effectively functioning Human Relations Office; domestic abuse assistance for all; harassment-free work place; preventive education and remedial measures to combat violence and harassment; funding of advocates for victims; a sensitive court system.

Insurance (Availability and cost)
Affordable auto insurance, affordable insurance for small businesses, higher maximum driving age, mandatory driver education, quality insurance carriers with sufficient capital, ethics in insurance—sellers and buyers, fairness in courtroom, uniform law enforcement, a process with a consumer focus and not controlled by vested interests, a competent (well-funded, well-staffed) insurance commissioner's office, required mediation before trial.

Housing
Policies to eliminate barriers and provide incentives for public and private housing alternatives, coordination of public initiatives to insure accountability, (safe, sanitary, affordable, long-term, secure) housing for all, LHFA to serve as clearing house for housing issues, consumer participation and education on available and affordable housing, removal of barriers for groups under housing discrimination.

Note: Topics and goals are direct quotes from the source, with the exception of minor changes to accommodate the format of this table or to increase brevity of statements.
Source: Louisiana Legislative Women's Caucus (1992). Louisiana Women's Focus 2000: Part II.

RESOURCES FOR WOMEN

Many resources within the state directly or indirectly seek equity for women. Although service agencies and groups, as a whole, provide valuable assistance to all persons, including women, the special interest of this section is the set of resources that are specifically dedicated to the support of women. As many as could be identified within a brief search are listed below with phone numbers of state resources.

Statewide efforts:

Governor's Office for Women Services develops and implements statewide programs to meet particular needs of women. Information and referral services are also provided. Programs promote economic self-sufficiency and the overall well-being of women. (504-342-2715)

The Electro-Mechanical Training Program provides work skills and job preparation techniques for disadvantaged women in the area of electricity and electrical mechanical systems. Programs are available in New Orleans, Baton Rouge and Lake Charles.

The Family Violence Program provides emergency shelter, counseling, client advocacy, specialized children services, and information and referral services. This program is contracted with private, non-profit entitites and is located in Baton Rouge, Leesville, DeRidder, Lake Charles, Houma, Lafayette, Franklin, Alexandria, Jefferson, Shreveport, Chalmette, New Iberia, Hammond and Monroe.

The Displaced Homemaker Program provides personal and job readiness counseling and informational services to former full-time homemakers, who because of loss of spousal support, need economic self-sufficiency. Program sites are New Orleans, Baton Rouge, Lafayette, Shreveport, and Lake Charles.

Teen Pregnancy Programs operate in the forms of a Teen Parent Center and Adolescent Pregnancy Prevention Program. The Teen Parent Program provides pregnant and parenting adolescents, as well as their partners and extended family, with counseling, informational, and job readiness services for eventual economic self-sufficiency. The program includes a 6-weeks' "work experience" to facilitate transition to unsubsidized jobs. The Adolescent Pregnancy Prevention Program provides, in an afterschool and summer program, various

activities for at-risk adolescents to delay sexual activity. The program focuses on self-esteem, family communication, problem-solving, educational support, recreation, and other activities. The program is operated in Baton Rouge for adolescents in two middle schools in Baton Rouge.

The State Administrator of Sex Equity, Office of Vocational Education, Louisiana State Department of Education is federally funded to seek gender equity in vocational education and employment opportunities. This person administers programs, as well as reviews state vocational education policies and activities for this purpose. A special focus of this office is the entry of women in higher paying technical fields. (504-342-3529)

The Division of Minority and Women Business Enterprise, Louisiana Department of Economic Development provides information to assist the economic development of minority- and women-owned businesses. (504-342-5373)

The Project Independence, funded through the Family Support Act of 1988 and operational in several parishes, assists AFDC recipients to be more competitive in the job market. It provides a Job Opportunities and Basic Skills (JOBS) Training Program, child care, transportation, and other supportive services, leading toward successful job placement.

Transitional Child Care and Transitional Medicaid programs, funded through the Family Support Act of 1988, assist newly employed, former AFDC recipients to make the transition from welfare to self support. (The Facts about Welfare..)

The Office of Family Support provides a child-support enforcement program to seek absent parents for the support their children.

Studies and centers for women exist in colleges and universities. Examples of these are Tulane University's (Newcomb College) Center for Research on Women and Nicholl University's Center for Women in Government.

The Louisiana Council for the Education and Employment of Women and Girls, newly formed by the Superintendent of the Louisiana State Department of Education and the Office of Vocational Education, will address issues and make recommendations related to increased access to vocational programs.

The Louisiana Task Force on Women in the Courts examines women's access to the court system, including subjects ranging from attorney's use of language and gestures and to management of domestic abuse cases.

Louisiana Small Business Development Centers provide strategies to assist women in initiating and maintaining small businesses.

Women's Breakfast, a network, focuses on issues and strategies related to gender equity.

Louisiana Women's Directory & Yellow Pages Advertising, published annually, is a state directory of resources for women. It includes suggestions and a listing of legislators, government offices, agencies and organizations, print and broadcast media, and a business directory.

Local efforts:

At local levels, many districts, municipalities, and communities have developed programs and supported organizations for women. Some have funding assistance from national, state, and/or local sources. Examples of these include Commissions on the Needs of Women, women and children shelters, rape crisis centers, YWCA's, and chapters of the League of Women Voters, Junior League, AAUW, and Delta Sigma Theta.

Local groups also have utilized the public media either or both to increase awareness of women's issues and/or provide informational services for women. An example of these is Acadiana Woman, a news publication geared to the interests and concerns of women in South Louisiana.

SUMMARY

This study identified both national and gender similarities and differences in the various forms of social participation of the women of Louisiana. In some areas, women of Louisiana have indicators of a better quality of life than men and the national population; in others, disadvantages.

Numerous efforts are ongoing to impact opportunities for women. Title IX and other legislation has brought a new surge of awareness of women's rights in society. The formation and proposed work of the Louisiana Education and Employment Council for Women and Girls is one example of such an effort. This document revealed areas for the Council's examination.

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